Technical & Management Practices to Enable Equity

Presenters: Laurie Taylor and Brian Keith
Outline

• Digital Library of the Caribbean (dLOC)
• Libraries and colonial operations
• dLOC operations:
  • Postcustodial, mutual aid, polycentrism, collaborative pluralism, slow archives
  • Organizational design
• Technical development
Rights retention
Local collection development decision-making
Non-exploitative hosting of content
Decentralized digitization and metadata creation
Community development
Judith Rogers, former Director of the University of the Virgin Islands Libraries, and ACURIL
Early partner representatives: Archives Nationale d'Haïti; Caribbean Community Secretariat (CARICOM); National Library of Jamaica; La Fundación Global Democracia y Desarrollo (FUNGLODE); Universidad de Oriente, Venezuela; University of Puerto Rico; University of the Virgin Islands; Florida International University; University of Central Florida; and University of Florida
Community technical practices
Appropriate technology
Rule of least power
Minimal computing
Colonialism
Dr. Margarita Vargas-Betancourt describes colonialism in archives, where empires used:

- recordkeeping for control
- classificatory systems to ensure the hegemony over others
- intellectual hegemonic power to collect/ remove cultural heritage
Polycentrism
Collaborative pluralism
Mutual dependency
Stakeholders

Daily scrum meeting

Sprint, 1-4 weeks

Review

Deliveryable

Product Owner

Backlog, features

Team, Sprint Planning

Tasks

people by Wilson Joseph from the Noun Project
Theories of Motivation

Maslow
- Self-actualisation
- Esteem
- Socialisation
- Safety and Security
- Physiological

Higher order needs

Herzberg
- Motivational Factors
  - The work itself:
    - Responsibility
    - Advancement
    - Growth
  - Achievement
  - Recognition
- Hygiene Factors
  - Quality of inter-personal relationships
  - Job security
  - Working condition
  - Salary

Lower order needs

McClelland
- Need for achievement
- Need for power
- Need for affiliation

Source: Khanka, S. S. (2005). Figure 17.2 Three Need Theories of Motivation. In Human resource management: Text and cases (p. 191). New Delhi: S Chand.
Modern Management Theory

Critical Concepts

- Perceived Organizational Support (POS)
- Justice
- Fairness
Modern Management Theory

Conditions for Highly Motivated Teams

1. Status
2. Certainty
3. Autonomy
4. Relatedness
5. Fairness
laurien@ufl.edu and bwkeith@ufl.edu

Twitter: @Laurien @BrianWKeithOne

www.dloc.com/AA00079114
References (Slide 1 of 3):

References (Slide 2 of 3):


References (Slide 3 of 3):

- Khanka, S. S. (2005). Figure 17.2 Three Need Theories of Motivation. In Human resource management: Text and cases (p. 191). New Delhi: S Chand.